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ABSTRACT

Developments in education, employment, and the courts concerning the status of women are covered in two newsletter issues. Topics include the following: the struggle for sex equity in higher education for women faculty; differences in pay for men and women workers; different treatment of men and women students in the classroom; the decline of women's colleges; women's studies programs and the integration of women's studies into the college curriculum; men's studies programs; reentry and older women students; sexual harassment of female staff and students; campus acquaintance rape, date rape, and rape prevention; pornography on campus; concerns and problems of Black and Mexican American women students; low-cost filmstrips on minority women; nontraditional careers; new publications on women in Asia and the Pacific; a teaching kit to broaden the secondary school and college curriculum to include information on the status of women from around the world; and resource publications. (SW)

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PROJECT ON THE STATUS AND EDUCATION OF WOMEN

ON CAMPUS WITH WOMEN - Volume 16, No. 2 - Fall 1986
Volume 16, No. 3, Winter 1987

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Project on the Status and Education of WOMEN

ON CAMPUS WITH WOMEN

Vol. 16, No. 2 • Fall 1986

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WORKING IN ACADEME

Sometimes You Get Wet When You Rock the Boat on Campus

The Campus Troublemakers: Academic Women in Protest is a comprehensive book documenting the struggle for sex equity by American women in higher education during the early years of the women's movement. Written by Athena Theodore, it covers all aspects of academic employment and discusses such issues as institutional obstacles to equality, resistance by administrators and male faculty peers, lack of help from government bureaucracy, and sexism in the courts and the legal profession. It also shows some of the personal and professional fallout on the lives of people involved in fighting for equity. This 320-page book is available for $15.95 (paperback) or $23.95 (hardback) plus $1.50 shipping from Cap and Gown Press, Inc., Box 58825, Houston, TX 77258.

Faculty Women: Perhaps Law Suits Aren't the Answer

The best hope for achieving equity for women faculty members lies in internal institutional reform rather than legal redress, according to an article in *Academe*. Citing the enormous amount of time and money involved in pursuing legal remedies, coupled with the historic reluctance of courts to tinker with academic decision-making, Mary W. Gray describes the long and sometimes fruitless history of litigation around faculty issues such as tenure and promotion. "Resisting Sex Discrimination Against Faculty Women" discusses the Equal Pay Act and Title VII as well as comparable worth and other issues. Gray is a professor of Mathematics, Statistics and Computer Science at AMERICAN UNIVERSITY (DC) and the president of the Women's Equity Action League (WEAL). Single copies of the Sept./Oct. issue of *Academe* are available for $5.00 from *Academe*, AAUP, 1012 14th St., NW, Suite 500, Washington, DC 20005.

Survey Documents Faculty Dissatisfaction

A recent survey of men and women faculty members conducted by the Carnegie Foundation for the Advancement of Teaching found a great deal of discontent within the ranks of both men and women faculty members. The survey found that, in general, faculty felt academic standards are too low, the campus intellectual environment is only fair and their own compensation and working conditions are inadequate. About half of the 5,000 faculty members surveyed agreed that this is a poor time for a young person to begin an academic career. Men and women viewed many of the issues differently. The following are some of the findings:

- 48.8 percent of women faculty and 36.6 percent of men faculty have a strong interest in teaching;
- 45.2 percent of the women and 35.6 percent of the men say that they may leave the profession within five years;
- 24.1 percent of the women and 51.3 percent of the men felt that affirmative action was unfair to white males;

- 52.8 percent of the women and 60.4 percent of the men were satisfied with the results of affirmative action at their institution; and
- 58.4 percent of the women and 75.7 percent of the men thought their institution is as interested now as it was five years ago in increasing the number of women and minorities on the faculty.

The survey was reported on page 1 of the December 18, 1985 issue of *The Chronicle of Higher Education*.

A Look at Professional Women in Transition

Career and life transitions of professional women is the focus of the spring 1986 issue of *Educational Horizons*, a publication of the Pi Lambda Theta national honor and professional association in education. The articles cover a broad range of issues from continuing education for women to faculty rewards for off-campus teaching. One article by Steven W. Jones discusses the differences between women and men college administrators and concludes that there are no significant differences in their overall leadership styles or effectiveness. He notes, however, that more women than men administrators are unmarried and women tend to be clustered in "people oriented" positions such as student services, while men are more often in "task oriented" areas such as those involving financial or curricular decisions. There are also more women administrators in small schools than at large institutions. Single copies of the magazine are available for $5.00 each from Pi Lambda Theta, *Educational Horizons*, 4101 E. Third St., Bloomington, IN 47401.

Cutting Back on Single Sex Panels at Annual Meetings

Last year the Committee on Women Historians (CWH) asked that the program committee for the annual meeting of the American Historical Association make an effort to reduce the number of all-male or all-female panels. As a result of that request, the number of all-male panels dropped to 31.7 percent from 47 percent in 1983. Coincidentally, there were more women on the 1985 program than any other time previously.

Other organizations may want to give consideration to the idea of asking their annual meeting program committees to limit the number of sessions that are gender or racially segregated.

EMPLOYMENT

The More You're Educated, the More You Work for Money

In 1970 all women could expect to work an average of 22 years; in 1980 that number rose to 29 years. However, women who are college educated can expect to work 34.9 years. According to the Bureau of Labor Statistics at the U.S. Department of Labor, education increases the expected worklife for men and women, but more for women than for men. Men with 15 or more years of education can expect to work 41 years—6.5 years more than male high school dropouts; women with 15 or more years of education can expect to work 12.6 years more than a female high school dropout.

Sex Affects Income More Than Race

The League of Women Voters Education Fund has published a booklet on pay equity which discusses the wage gap between men and women, the roles of job evaluations and market forces in determining wages and legal aspects of the issue. *Pay Equity: Issues and Answers* reprinted a chart on the cover from the U.S. Department of Labor, Bureau of Labor Statistics. The chart reads as follows:

	All Races	White	Black	Hispanic
Men	$413	$424	$307	$299
Women	$283	$287	$255	$231

Average Weekly Earnings, Full-Time Year-Round Workers, Fourth Quarter 1985

What the chart makes clear is that men of all races earn more money that women of all races. To obtain a copy of the 8-page booklet, send $1.25 ($1.00 for members) to the League of Women Voters of the U.S., 1730 M St., NW, Washington, DC 20036. Specify publication #804.

Have We Really Come a Long Way, Baby?

The average man still earns almost 50 percent more per hour than does the average woman of the same race, age and education, according to STANFORD UNIVERSITY (CA) economics professor Victor Fuchs. Despite anti-discrimination legislation, women were no better off economically in 1983 than they were in 1959. Women's earnings have almost doubled in the last 25 years, but that gain comes primarily from women's longer working hours.

Women: The Underpaid Majority in the Professions

The good news is that there are now more women employed in professional jobs than men. According to the April 1986 issue of *Manpower Comments*, 6,909,000 men age 16 and over were employed in professional categories, as were 6,938,000 women. In 1975 women were 41.3 percent of the professional workforce; in 1986 they are 50 percent. The bad news is that professional women still only earn 71 percent of men's salaries. Although women obtain slightly more than half the bachelor's and master's degrees awarded in the United States, the salary differences occur in part because women are still clustered in lower paying traditionally "female" jobs: they are 99 percent of kindergarten teachers, 96 percent of nurses and 85 percent of librarians. Conversely, they are only 6 percent of dentists, 7 percent of engineers, 8 percent of physicists, 11 percent of architects, 15 percent of geologists, 17 percent of doctors, 18 percent of lawyers, and 21 percent of chemists.

FEDERAL UPDATE

Fewer Trips for Civil Rights Investigators

Not only has the Education Department cut back on its hiring of new employees, it is now reducing its staff travel budget by 13 percent (from 1985) and doubling Secretary William J. Bennett's travel budget instead.

The staff travel budget is used for monitoring enforcement of anti-discrimination laws at educational institutions across the country. Thus, the reduction in staff travel will weaken enforcement of these laws, according to staff members at the agency. For example, four people would previously investigate a complaint brought to the Atlanta regional office; now only one person is sent, resulting in a more cursory investigation.

Secretary Bennett's travel consists of speaking engagements which he feels have been educational for himself and important to continue.

Discrimination in Student Health Insurance Charged

Over 400 complaints have been filed by one individual against colleges and universities charging them with sex discrimination in student health insurance policies. The Office for Civil Rights of the Department of Education has begun investigating areas such as additional fees for pregnancy-related treatment or treatment limitations, which would be prohibited by Title IX of the Education Amendements of 1972, where applicable. Title IX prohibits discrimination in those programs and activities where federal funds are involved. Failure to comply with Title IX regulations could jeopardize an institution's federal funding.

To date, approximately one-third of the complaints have been dismissed becuase of lack of jurisdiction; i.e., no federal funds were involved. For example, if the building in which the health policies were administered had been built with federal funds, then Title IX would apply.

ON THE CAMPUS

Giving New Faculty the Word about Climate

HAMILTON COLLEGE (NY) developed a panel of five women students to talk to a meeting of new faculty members about classroom climate issues. The students gave instances of how they and other women students had been treated badly in class, singled out or overlooked because of being female. Earlier, similar student panels had met with faculty of several departments.

Looking at the Classroom Climate Closer to Home

OREGON STATE UNIVERSITY (OSU) has published a pamphlet dealing with classroom climate issues on its own campus. *Eliminating Sexism in the Classroom* includes personal accounts by OSU students showing how professors may treat women students differently. It also includes ways to help professors avoid these practices and thus create a better atmosphere for both sexes in the classroom. The booklet was distributed to 3,000 faculty members and teaching assistants at the university. Copies of the 12-page booklet are available free from Jeanne Dost, Women's Studies Department, Oregon State University, Corvallis, OR 97331.

Charting the Decline of Women's Colleges

Twenty years ago there were 251 women's colleges in the United States; today there are less than half that number. The dwindling number of college age students has increased the pressure for women's colleges to seek new students. Similarly, the dwindling number of nuns to teach at Roman Catholic colleges has made it difficult for women of these institutions to survive (a large number of the women's colleges are Catholic). The following chart, reprinted from *Career Opportunities News* (Vol. 3, No. 6, May/June 1986) shows the number of women's two- and four-year colleges over the last 20 years:

1957-58	251	1973-74	142
1960-61	258	1977-78	122
1965-66	281	1981-82	111
1969-70	228	1985-86	104

The decade of 1966-76 appears to account for most of the 60 percent decline in the last 20 years. Men's colleges, of course, have fared much worse than women's. There are only two or three all-male colleges remaining today.

Better Make That 103 Women's Colleges Left

The decline of women's colleges continues: starting in fall 1987 GOUCHER COLLEGE (MD) will no longer be an all-women's college. Noting decreasing enrollment and decreasing interest in women's colleges, the Board of Trustees voted 30-7 to admit men, thereby overriding the protests of students, some of whom wore T-shirts proclaiming "Better Dead than Coed." One student noted that she specifically transferred to Goucher because it was all female. She said, "In a coed school, the guys talk more in class. They're called on more in class. They are the leaders. Just because it's 1986 doesn't mean we are equal."

Military Academy Ready to Battle Against Coeducation

VIRGINIA MILITARY INSTITUTE (VA), one of the few remaining all-male schools, is willing to fight (in court) if it becomes necessary to keep its single sex status, according to George P. Ramsey Jr., the president of the VMI board of visitors. An evaluation committee recommended keeping an all-male corps of cadets and Board members endorsed those findings. The committee cited the experience of other military academies which admitted women: few women applied, and the military and physical portions of the program have to be altered to accommodate both men and women. They further noted VMI's emphasis on combat arms as part of its military training program, and difficulty in maintaining the same spirit and unity of the corps if women were admitted as further arguments against coeducation.

Days of Their Lives

During spring 1986 THE UNIVERSITY OF WISCONSIN, MADISON has had Child Care Day, Women's Health Day and then finally College Week for Women. The purpose of Child Care Day (April 18) (which was UW-System wide) was to call attention to child care issues on campus and the need for increased funding for the child care centers. Women's Health Day (May 13) included sessions on preventing osteoporosis, balancing family and work, changing diet to prevent cancer, as well as other issues.

College Week for Women (June 3-5) focused on women in the Madison area who are not students. It featured seminars on a wide range of topics, including how to start your own business, changing roles in the family, and negotiating skills for women. The participants pay $40 registration fee and $59 for a dormitory room and meals. This popular program has been in existence for over 10 years.

Setting Their Sights on the Ministry

While fewer Catholic women are entering the sisterhood these days, large numbers of Protestant women are apparently setting their sights higher and are interested in becoming ministers. According to *The United Methodist Reporter*, women make up one-fourth of the students enrolled in the nearly 200 seminaries accredited by the Association of Theological Students in the United States and Canada. At several schools the student body is more than or nearly half female, including HARVARD DIVINITY SCHOOL (MA), EPISCOPAL DIVINITY SCHOOL (MA), UNION THEOLOGICAL SEMINARY (NY), GARRETT-EVANGICAL THEOLOGICAL SEMINARY (IL), MCCORMICK THEOLOGICAL SEMINARY (IL), UNITED THEOLOGICAL SEMINARY OF THE TWIN CITIES (MN), AND PACIFIC SCHOOL OF RELIGION (CA).

Women's Studies Internship at SUNY

The Women's Studies Program at the STATE UNIVERSITY OF NEW YORK (SUNY) at ALBANY is offering a one-semester internship. To help develop leadership potential, the internship consists of working under the guidance of a mentor in a workplace setting in order to experience first-hand what it is like to be a career woman in the modern world and to help develop leadership potential. At the same time, students will attend a seminar which will help them analyze their experiences in light of research about women and work, and will analyze psychological and social barriers to women's work success and various strategies for overcoming them. For more information about the program, which could be a model for other schools to use, contact Susan Kaplow, Director, Women's Studies Internship, Women's Studies Program, SUNY at Albany, Humanities 285, 1400 Washington Ave., Albany NY 12222.

WOMEN'S STUDIES

A How-To Course on Teaching Sex and Gender

Looking for materials about teaching the sociology of sex and gender? The American Sociological Association (ASA) publishes *The Sociology of Sex and Gender: Syllabi and Teaching Materials*, which contains syllabi for 65 courses, plus 30 assignments and exercises. The 311-page manual can be used in teaching general courses on the sociology of sex and courses on gender work, family, health and medicine, criminology, and development, as well as interdisciplinary women's studies courses. It also contains essays on designing and teaching courses, on women's studies and the transformation of the sociology curriculum, on classroom interaction, and how to include discussion of race, class, and sexuality. The syllabi cover a range of courses from introductory undergraduate to advanced graduate levels. Edited by Barrie Thorne, Mary McCormack, Virginia Powell and Delores Wunder, *The Sociology of Sex and Gender*, revised in 1985, is available for $10.50 (ASA members); $14.00 (non-members) plus $2.00 postage from ASA Executive Office, 1722 N Street, NW, Washington, DC 20036. Prepayment is required.

Graduate Students Organize to Support Women's Studies

The Graduate Gender Studies Union (GGSU) is an interdisciplinary group of graduate students concerned with women's studies and gender-related issues at the UNIVERSITY OF CALIFORNIA at LOS ANGELES. Begun in 1984, the GGSU publishes a newsletter and sponsors a brown bag series to provide a forum for students to present and discuss their research on feminism and gender issues. For more information on the group's activities, contact the GGSU, c/o Center for the Study of Women, 236A Kinsey, UCLA, Los Angeles, CA 90024.

Redressing the Balance: Women in Western Civilization

The *Manual for Teaching Gender Roles in Western Civilization* outlines the major themes of women's history which have emerged from 15 years of ongoing scholarship. The 106-page manual provides a number of broad analytic perspectives through which instructors can organize their material, such as women and ideology, women and work, Victorianism, women and social protest, and the twentieth century. A 14-page bibliography is also included. The preparation, printing, and distribution of the manual was made possible by Faculty Innovative Teaching Funds granted to its authors, Lois W. Banner, Gloria Feman Orenstein, and Elinor Accampo of the UNIVERSITY OF SOUTHERN CALIFORNIA (USC).

The *Manual*, published in 1986, is available for $6.00 from the Program for the Study of Women and Men in Society, USC, Taper hall 331M, Los Angeles, CA 90089.

Women's Studies Directory Available

The *Directory of Women's Studies Programs*, 1985 Edition lists over 470 programs at higher education institutions across the country. The *Directory*, produced by the National Women's Studies Association (NWSA), lists programs which take a multidisciplinary approach to the study of women and gender issues. Courses within the programs range from the social sciences to life sciences to the humanities, such as psychology, philosophy, the arts, and health and human sexuality. The 1985 *Directory*, compiled by Beth Stafford, is available for $3.00 from the NWSA National Office, University of Maryland, College Park, MD 20742.

Four Decades of Materials on Women Available

A selection of articles, essays, and book reviews by and about women which appeared in *Harvard Education Review* (HER) over the last 40 years has been collected into one volume, *Women's Experience and Education*. The collected materials document one journal's treatment of the types of concerns that arose about women's lives at different times over this period. The editors, Sharon Lee Rich and Ariel Phillips, note that very few articles by or about women appeared in HER before 1970, and most articles both before and after 1970 focus primarily on the lives of white, middle-to-upper-class women. Nevertheless, the articles presented cover a range of topics: historical perspectives, higher education, schools and teaching, research and theory, and ethnic minority voices, by authors such as Margaret Mead and Carol Gilligan.

The 301-page book is available for $15.95 from HER, Longfellow Hall, 13 Appian Way, Cambridge, MA 02138.

What's New in Women's Studies?

New Books on Women and Feminism is an up-to-date and comprehensive listing of books, periodicals and non-print materials available in women's studies. Edited by Susan Searing, this

99-page booklet concentrates on materials published in 1984-85 and lists them according to subject and author. It is available free from Susan Searing, Women's Studies Librarian, University of Wisconsin System, 112A Memorial Library, 728 State St., Madison, WI 53706. Please specify that you want No. 9, Winter 1986.

SEXUAL HARASSMENT

Supreme Court Rules on Sexual Harassment

The U.S. Supreme Court on June 19, 1986 ruled unanimously that an employee may sue an employer for sexual harassment that creates a "hostile environment" in the workplace. The ruling in the case of *Meritor Savings Bank, FSB v. Vinson* was the first by the Supreme Court to deal with sexual harassment under Title VII of the Civil Rights Act. The Court determined that it is not necessary to prove economic harm resulted but that the sexual harassment was unwelcome. The employee's behavior, such as provocative speech or dress, may be considered in deciding if harassment has occurred.

The Court, however, did not hold employers liable for all sexual harassment tht might occur on the job but said that if an employer was unaware of the harassment, that "does not necessarily insulate" the employer from liability. In this particular case, the Court did not rule whether the employer was liable and sent it back to lower court for a ruling. Reaction to the Supreme Court's ruling was mixed. Donna Lenhoff of the Women's Legal Defense Fund hailed the definition of harassment as sexual discrimination, but thought the Court's failure to impose strict employer liability would confuse lower courts.

The case will affect how sexual harassment of faculty and staff may be litigated. Studies show that from 20 to 49 percent of women faculty experience some form of sexual harassment.

Peer Harassment: It's Not a Joke

"'Can't You Take a Joke?' A Study of Sexual Harassment Among Peers" is the title of a master's thesis by Elizabeth J. Salkind at the MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT). In her study of MIT students, Salkind finds peer harassment to be widespread, serious and directed mainly at women. She quotes extensively from the literature on sexual harassment and also on the related issue of acquaintance rape. The study also contains a copy of the survey instrument used and includes the responses of the students, including extensive descriptions of the variety of harassment experienced on campus, in the students' own words. For more information on the study, contact Elizabeth J. Salkind, 85 College Ave., Somerville, MA 02144.

What to Do About Peer Harassment

Tune In To Your Rights . . . is a guide developed for teenagers telling them what to do in case of sexual harassment by their peers. The 20-page booklet is clearly written, includes examples of sexual harassment and discusses ways to handle situations. Although aimed at elementary and secondary students, it may be useful to college students as well. For ordering information, contact Eleanor Linn, Associate Director, Center for Sex Equity in Schools, School of Education, The University of Michigan, Ann Arbor, MI 48109, or call 313/763-9910.

Charting the Fight Against Sexual Harassment

As part of its annual report (1985-86), the Sexual Harassment Review Board at the UNIVERSITY OF MINNESOTA developed a chart which described sexual harassment complaints and listed the status of the complainant and respondent, the date and issue involved, who handled the complaint, whether it was a formal or informal complaint, the date of resolution, and the resolution itself. The cases involved faculty, civil service and academic professionals and have averaged about 20 complaints per year. Sanctions have ranged from warnings to dismissals. One of the more interesting sanctions involved billing the budget of a department for tuition, fees, etc. for a student now attending another school since it was impossible for her to stay on at the university due to a damaged academic environment for her. The report also noted that while no frivolous charges of sexual harassment have been filed against any male faculty members, one frivolous case had been filed against a female faculty member. The chart was reprinted in the student newspaper and may serve as a model for other schools. For a free copy of the report, enclose a self-addressed, stamped envelope with your request and send it to the University Senate Clerk, 424 Morrill Hall, 100 Church St., SE, University of Minnesota, Minneapolis, MN 55455.

A Useful Class Assignment

As an annual project in his communications class, a professor at the UNIVERSITY OF MINNESOTA had students design posters on sexual harassment. He then sent some of the more interesting ones over to the Office of Equal Opportunity and Affirmative Action. The result is a set of 4 illustrated posters that read as follows:

- Don't Touch. Teach. Sexual Harassment is Against the Law.
- Sexual Harassment Doesn't Have to Fracture Your Life.
- Sexual Harassment: Don't Fight It Alone.
- Don't Be a Pawn. Sexual Harassment is not a Game You Have to Play. Make a Move to End It.

The posters (10½" × 16½") have been displayed around the campus. Now the students in that class are being asked to design bus placards.

Individual sets of the posters are available free while supplies last from Patricia Mullen, Entry Level Officer for Sexual Harassment, University of Minnesota, 419 Morrill Hall, Minneapolis, MN 55455.

Attention, Legal Eagles: Brief Bank on Sexual Harassment Available

The fall 1985 *Women's Rights Law Reporter* (Vol. 8, No. 4) describes the "Sexual Harassment Brief Bank and Bibliography." The Brief Bank, begun by the Working Women's Institute in 1975, is a collection of papers from suits filed as a result of sexual harassment in the workplace. As such, it deals with employment only and does not cover sexual harassment of students. It contains legal briefs, court decisions, articles and other legal papers and may be the only resource of its kind. The article describes 182 cases listed in the Brief Bank. All the papers listed can be ordered through the *Women's Rights Law Reporter*. The bibliography lists other legal and non-legal resources. Single copies of the fall 1985 *Women's Rights Law Reporter* are available for $5.00 for individuals and $9.00 for institutions by writing to *Women's Rights Law Reporter*, Rutgers Law School, 15 Washington St., Newark, NJ 07102.

RAPE ON CAMPUS

Greek Groups to Hear About Acquaintance Rape

The Rape Prevention Education Program (RPEP) at the UNIVERSITY OF CALIFORNIA, DAVIS, in collaboration with the Inter-Fraternity Council and Panhellenic Association, has developed a presentation on acquaintance rape geared toward fraternity and sorority groups on campus. The presentation will be given to the Greek Houses beginning in fall 1986. For more information about the presentation, contact Debbie Wender, Program Coordinator, RPEP, Department of Police, University of California, Davis, CA 95616.

Preventing Acquaintance Rape at Harvard

In fall 1986 HARVARD UNIVERSITY (MA) plans to offer incoming freshmen a program designed to prevent acquaintance rape. The program involves inviting an expert in the field to come to Harvard to train students to lead workshops on the issue and also to train peer counselors. The workshops will then be led by two peer counselors: a man and a woman. In addition, they will show two sets of videos on date rape to freshmen and upperclassmen: one developed by SWARTHMORE COLLEGE (PA) and a movie entitled "Rethinking Rape." The program, conducted by students, is aimed at preventing acquaintance rape, rather than only dealing with it after the fact. For further information on the program, contact Ellen Porter Honnet, Assistant Dean of the College, University Hall 4, Harvard University, Cambridge, MA 02138.

School Develops Booklets for Students on Rape

The Center for Women's Services at PLYMOUTH STATE COLLEGE (NH) has developed two pamphlets dealing with rape on campus.

- *Rape: Awareness and Prevention* discusses both stranger and date rape and briefly describes what rape is, who gets raped, who rapes, what to do if you are raped, offers advice on prevention and lists campus sources of help.
- *Date Rape: Crossed Signals on a Saturday Night* describes a typical scenario in which date rape occurs and then analyzes what went wrong: describes what both parties were thinking, why they believed and did what they did, and then offers constructive advice on what both men and women can do differently.

The pamphlets may be used as a model for schools which are interested in developing their own materials on rape prevention, and are available free by writing to Beverly N. Hart, Director, The Center for Women's Services, Plymouth State College, Plymouth, NH 03264.

Saying No to Rape—And Living to Tell the Tale

Stopping Rape, Successful Survival Strategies by Pauline B. Bart and Patricia H. O'Brien is a study of 94 women who were able to resist being raped, rather than a how-not-to-get-raped handbook. The book describes the successful strategies the women used, discusses socialization and ethnicity as factors in rape, and deals with the issue of why men rape. The 210-page book is available for $11.95 (paperback) from Pergamon Press, Inc., Maxwell House, Fairview Park, Elmsford, NY 10523.

A Joint Approach to Campus Acquaintance Rape

Patricia Rissmeyer, the director of residence life and housing at ST. MARY'S COLLEGE (IN), in conjunction with staff from a local mental health center, is organizing a five-college program on acquaintance rape. A committee of men and women from ST. MARY'S COLLEGE, UNIVERSITY OF NOTRE DAME, INDIANA UNIVERSITY at SOUTH BEND, BETHEL COLLEGE and HOLY CROSS JUNIOR COLLEGE (all in Indiana) has been established to address the issue of acquaintance rape on campus. The first joint effort will be "Safety Week," scheduled for the beginning of September 1986, which will include a major speaker, talks on acquaintance rape and sexual harassment, and assertiveness in relationships—to be held on each of the five campuses. For more information, contact Patricia Rissmeyer, St. Mary's College, Notre Dame, IN 46556.

Rape and the College Athlete

Rich Hofmann, a sports writer for the *Philadelphia Daily News*, spent three months investigating reports of sexual assault involving college athletes and uncovered a total of 61 incidents that had occurred within the last three years. This means college athletes have been reported for sexual assault once every 18 days. Fifty incidents were serious (e.g., rape or attempted rape), four were less serious (e.g., indecent exposure) and seven allegations were unspecified. Police were contacted in 52 of the cases and charges were dropped or not officially filed in 33 cases. Of the remaining, 7 were found guilty, 7 were found not guilty and 5 were pending. The schools involved ranged from the Ivy League to small two-year colleges across the country. In more than 90 percent of the cases studied, the woman involved knew her alleged assailant. Acquaintance rape has always been difficult to prove in court, and this may explain the high number of charges dropped and not guilty verdicts. Additionally, victims are often discouraged from pressing their case, given the low probability of conviction.

In his four-part series of articles printed in March 1986, Hofmann describes various incidents that have occurred, discusses various theories of why so many incidents involve athletes, and tells what colleges and universities are doing to prevent future occurrances.

[Last year the Project on the Status and Education of Women released its study of gang rape on campus and in over 50 incidents uncovered, it was discovered that fraternities were involved in the majority of cases but that athletes were the next most likely group to be involved in these situations. Copies of the Project's paper on gang rape are available for $3.00 by writing to AAC/PSEW, 1818 R St., NW, Washington, DC 20009.]

At the Movies: Acquaintance Rape

Rethinking Rape is a documentary film which examines the phenomenon of acquaintance rape. The film is the work of Jeanne LePage, a former graduate student at STANFORD UNIVERSITY (CA), who completed the film as part of her master's degree. In it she examines attitudes toward male/female relationships and toward the idea of rape itself. She notes that in more than two thirds of all reported rapes, the woman knows the rapist. Among the people interviewed in the film are a

survivor of an acquaintance rape, a male college student who nearly raped a good friend, an anchorwoman who was raped by a man she had been covering as a journalist, and a social psychologist who discusses the influence of pornography on men and women. The 16mm color film, which runs for 26 minutes, is available for purchase for $425 (videocassette $275) or rental ($45) plus handling from Film Distribution Center, 1028 Industry Dr., Seattle, WA 98188.

Resource List on Sexual Assault Available

The Center for Women Policy Studies has developed a resource collection on sexual assault. The collection includes articles about men who rape, help for rape victims, gang rape, sexual assault of disabled persons, family violence and rape legislation. *Sexual Assault: A Resource Collection* is available for $12.50 (prepaid) from the Center for Women Policy Studies, 2000 P St., NW, Suite 508, Washington, DC 20036.

MINORITY WOMEN

Shattering the Myths about American Indian Women

If you ask most people about their image of American Indian women they would probably think of Pocahantas and stop there; few people have updated or questioned that stereotype. Marla Powers, a researcher at RUTGERS UNIVERSITY (NJ) has written a book which seeks to shatter myths about American Indian women past and present. In *Oglala Women: Myth, Ritual and Reality*, Powers includes photographs depicting these women as flappers in the 1920's, discusses their roles in decision-making and tribal politics, and describes the ways in which women provide much of the stability and continuity of modern tribal life. The book is the latest volume in the "Women in Culture and Society" series edited by Catharine R. Stimpson and is available for $19.95 from the University of Chicago Press, Sales Department, 5801 S. Ellis, Chicago, IL 60637. Please specify ISBN No. 0-226-67748-6.

Discussing the Concerns of Black Re-entry Women

THE UNIVERSITY OF MICHIGAN-ANN ARBOR's Center for Continuing Education of Women has established a Black Women in Transition Program to provide a forum for returning Black women students. It offers 3-4 informal brown-bag lunch discussion groups per year on topics of interest to Black women and suggests possible solutions for problems these students face. These free workshops have been held for the past two years and may be a model to other schools. For more information, contact Valerie Eaglin, Director, Black Women in Transition Program, Center for Continuing Education of Women, University of Michigan-Ann Arbor, 350 South Thayer, Ann Arbor, MI 48104.

Black History Week Focuses on Women

"Black Women: An Image of Beauty" was the theme of Black History Week (February 10-14, 1986) at TRINITY COLLEGE (DC). Sponsored by the Black Student Alliance, this year's focus was on women of achievement who fought personal or national battles for freedom and contributed to fields such as art, labor and medicine. Posters of 120 Black women who have made their mark on American history from 1800 to the present were displayed, and speakers were invited from a variety of fields to discuss issues of interest to Black women.

Problems of Black Women Students Highlighted

A recent study of Black students on Black and white campuses concludes that Black students, both male and female, are happier and more productive at Black colleges even though the physical environment there is inferior to white schools. Black women students had lower academic and employment aspirations than Black males and were more likely than Black male students to oppose interracial dating. The study, *Gender and Campus Race Differences in Black Student Academic Performance, Racial Attitudes and College Satisfaction*, was written for the Southern Education Foundation by Walter Allen, a sociology professor at THE UNIVERSITY OF MICHIGAN. With reference to Black women students, Allen noted "Black women are forced to choose between self-assertion and male companionship or between the pursuit of nontraditional careers and personal happiness." Copies of the report are available for $5.00 (prepaid) by writing to the Southern Education Foundation, 340 W. Peachtree St., NW, Suite 250, Atlanta, GA 30308.

INTERNATIONAL

NGO Forum Report on Nairobi Available

The final report about the Non-Governmental Organizations (NGO) Forum held in Nairobi, Kenya is now available. The forum was held in July 1985 in conjunction with the UN Decade for Women. The report gives a general description of the activities of the forum and lists the over 1,000 workshops held, including the name and address of each workshop sponsor.

The report is primarily intended for sponsors, funders and members of the NGO community but would be of interest to anyone who had attended the forum. A limited number of copies of the 105-page report are available free while supplies last by writing to the International Women's Tribune Centre, 777 United Nations Plaza, New York, NY 10017.

New Publications on Women in Asia and the Pacific

The University of Hawaii Press has just published a new series of books on women in Asia and the Pacific. The books are as follows:

- *Japanese Women, Constraint and Fulfillment*—$18.95 (hardcover), $9.50 (paperback)
- *Shamans, Housewives, and Other Restless Spirits, Women in Korean Ritual Life*—$20.00
- *Notable Women of Hawaii*—$27.50
- *The Rani of Jhansi, A Study in Female Heroism in India*—$25.00
- *Rabbits, Crabs, Etc., Stories by Japanese Women*—$7.95 (paperback)
- *Women in the Urban and Industrial Workforce, Southeast and East Asia*—$19.50
- *Women in Asia and the Pacific, Towards an East-West Dialogue*—$17.50

These books are available at 20 percent discount with use of a special order form. To get a copy of the discount order form and for more information, write to the University of Hawaii Press, 2840 Kolowalu St., Honolulu, HI 96822.

UN Catalogue of Films Available

An illustrated catalogue of selected films about women is available free from the United Nations Non-Governmental Liaison Service. The films listed are in English; some are also available in other languages. To recieve a copy of this six-page catalogue or a copy of their Development Education Publications which list some publications of interest to women, write Non-Governmental Liaison Service, United Nations, DC2-1103, New York, NY 10017.

Australia Moving to Increase Hiring of Women

The Australian government is planning to introduce legislation next year to require colleges, universities and large companies to adopt policies to increase the hiring of women. According to Susan Ryan, Minister of Education and the Prime Minister's chief advisor on the status of women, the proposed legislation will not set quotas but instead will require that institutions demonstrate that they have effective affirmative action programs. Beginning in 1987 colleges and universities will have to file yearly reports detailing their progress on affirmative action; companies employing 1,000 or more people will have to do the same the following year. The legislation would also seek to eliminate barriers to employment of women in traditionally-male jobs by providing for training and education programs.

Women's Studies on the Increase in Japan

Women's Studies Programmes is a 1984 survey by Hiroko Hashimota which shows that 92 colleges and universities in Japan offered women's studies courses that year, an increase of 22.6 percent over the previous year. The report is available free from the National Women's Education Centre, 728 Sugaya, Ranzanmachi, Hiki-gun, Saitama 355-02 Japan.

RESOURCES

You Mean There Were Other Women Besides Helen of Troy?

Women in antiquity will be the theme of the fall 1986 issue of *Helios*. The ten articles and two review-essays in "Rescuing Creusa: New Methodological Approaches to Women in Antiquity" will focus on new methods and approaches to the study of women, historical and social realities of ancient women's lives, and ancient social and literary constructs of the female. Thus, the issue is targeted to those working in women's studies or interested in the history of women generally. Single issues of *Helios* are available for $5.00 for individuals and $9.00 for institutions by writing Sales Office, Texas Tech Press, Texas Tech University, Lubbock, TX 79409. Checks should be made payable to Texas Tech Press.

Life Isn't Mint Juleps and Magnolias for These Southern Women

Those interested in the economic activities, circumstances and problems of rural women in the South can now turn to *Women of the Rural South*. This 59-page report focuses mainly on the disappearance of rural women's traditional jobs, especially in South Carolina, North Carolina and West Virginia. It combines recent statistics with personal interviews with working class women of the South and is appropriate for use in upper-level undergraduate and graduate courses in history, sociology, economics and women's studies. Copies of the book are available for $10.00 for individuals and $15.00 for institutions (all orders should add $1.00 postage) by writing to Southeast Women's Employment Coalition, 382 Longview Drive, Lexington, KY 40503.

Do You Know Your Rights?

Do you need to know your legal rights with respect to sexual harassment? How about age discrimination and employment? What kind of laws in your state apply to women? The first step in your search for legal information pertaining to women should be *Women's Legal Rights in the United States, A Selected Bibliography*. This 55-page annotated bibliography lists a wide range of resources from general legal issues to state-specific ones. Compiled by Joan Ariel, Ellen Broidy and Susan Searing, the booklet is available for $3.95 from the American Library Association, 50 East Huron St., Chicago, IL 60611.

The Legal Implications of "No Men Allowed"

An article in the winter 1986 issue of the *Harvard Civil Rights Civil Liberties Law Review*, "Legal Challenges to All-Female Organizations," written by Chai R. Feldblum, Nancy F. Krent and Virginia G. Watkin, discusses the role that single-sex organizations can play in meeting the special needs of girls and women, especially in counteracting past discrimination. It then goes on to describe various legal challenges facing all-female organizations and suggests possible ways to defeat these measures. Single copies of Vol. 21, No. 1 of *Harvard Civil Rights Civil Liberties Law Review* are available for $7.50 from Harvard Law School Publication Center, Harvard Law School, Cambridge, MA 02138.

Bibliographies on Men's Studies Available

Men's Studies: A Selected and Annotated Interdisciplinary Bibliography lists writings on gender issues from male perspectives. Its compiler, Eugene R. August, asserts that men's studies is "the logical complement to women's studies and a necessary component of any balanced gender-related scholarship." The bibliography lists 600 books organized into 21 chapters by topic, discipline, and type of material. Chapter titles include "Men in Families," "Masculinity," and "Men's Awareness." Both scholarly and popular literature are cited, and annotated. The 215-page book is available for $30.00 from Libraries Unlimited, P.O. Box 263, Littleton, CO 80160.

Another bibliography of men's studies has been compiled by Perry Treadwell of the Southern Institute of Gender Studies, an organization of people professionally interested in the study of women and men and their relationships, particularly in the South. The bibliography has 475 citations and includes scholarly and popular works. It is available on an IBM-compatible computer disk for $5.00 or printed out on paper for $10.00 from Ted Davis, Oxford College of Emory University, Oxford, GA 30267. Checks should be made payable to Perry Treadwell.

Move Over, Beethoven

A recent study published by the Commission of the European Communities highlights the contributions of women to music through the ages. It discusses the role of women in every field of music and cites women composers, performers,

musicians, teachers, instrument-makers, conductors, etc. "Women and Music" is available as Supplement No. 22 to *Women of Europe*. Single copies of the 92-page report are available free while supplies last by writing to the Commission of the European Communities, 2100 M St., NW, Suite 707, Washington, DC 20037.

Women's History at the Univ. of Wisconsin System

University Women is the name of a 3-volume set of essays about women in the University of Wisconsin System. Edited by Marian J. Swoboda and Audrey J. Roberts, these monographs contain essays, impressions and sketches describing individual women of the past and giving general overviews of the experience of women in the Wisconsin System.

- Volume I, *They Came to Learn, They Came to Teach, They Came to Stay*, (130 pages) describes the emergence of coeducation in the mid-1800's, presents portraits of early women teachers and students and tells about women in industrial and extension education.
- Volume II, *Wisconsin Women, Graduate School and the Professions*, (152 pages) focuses on women in nontraditional fields, and profiles women who received their doctorate before 1926.
- Volume III, *Women Emerge in the Seventies*, (154 pages) discusses the various committees dealing with women as students and faculty, the effect of the women's movement, and re-entry women.

Each volume costs $3.50 ($10.50 for the entire set) and is available, prepaid, from the Office of Women, UW-System, 1802 Van Hise Hall, 1220 Linden Drive, Madison, WI 53706. Checks should be made payable to University of Wisconsin System.

Helpful Hints for Women Returning to School

A large percentage of students are older women returning to school or just beginning their degree. These women not only need financial aid, they need information and support. *Happier by Degrees*, newly revised, provides that information and support. Written by Pam Mendelsohn, it is a complete guide for women returning to school, covering topics ranging from choosing the right college to tips on taking a test. Filled with anecdotes and lists of questions to ask, the book is practical, upbeat and useful for women returning to school or just starting out. The 266-page book is available for $8.95 plus $1.00 postage and handling from Ten Speed Press, P.O. Box 7123, Berkeley, CA 94707.

Helpful Hints for Those Working With Women Returning to School

If you are a staff member at a small college and would like to offer services for re-entry women students but don't have the time to read extensively in the literature or devise elaborate programs, help is at hand. *The Rewarding Challenge* takes a low-cost, local and practical approach to working with re-entry students, based on the authors' own experiences at MIDLAND LUTHERAN COLLEGE (NE) and supplemented with suggestions from other small colleges. This 64-page booklet contains ideas on student services, administrative services, faculty services, recruitment and other issues. Produced under a grant from the Women's Educational Equity Act Program, the booklet is available for $3.75 (prepaid) from the Education Development Center, Inc., 55 Chapel St., Newton, MA 02160.

Video on Disabled Women Available

The Disabled Women's Theatre Project is an hour-long videotape which features a series of skits about employment, public transportation, money, the Avon Lady, telethons and the interpersonal dynamics among several disabled roommates. The videotape is available for sale ($300.00) or rent ($55.00) in ¾", VHS or Beta ½" from Women Make Movies, 19 W. 21 St., New York, NY 10010.

Looking For $$$

Opportunities for Research and Study on Women

The National Council for Research on Women (NCRW) has published a listing of the fellowships, affiliated scholar programs, grants, and internships sponsored by their 48 member centers. "Opportunities for Research and Study," prepared by Saphira Baker, will be reprinted by the Feminist Press in the Fall 1986 issue of *Women's Studies Quarterly*. It will accompany the directory of NCRW member institutions published annually in that journal. The 15-page listing is also available for $1.50 from NCRW, The Sara Delano Roosevelt Memorial House, 47-49 East 65th St., New York, NY 10021.

Grants for Women and Girls

The Foundation Center has published its 1985 compilation of *Grants for Women and Girls*, with 1,592 grants of $5,000 or more made by 279 foundations. It lists various organizations that give grants to nonprofit organizations for education, research and service programs including legal rights, business and employment, reproductive freedom, adolescent pregnancy, health and medical care, recreation, and women's studies. The list includes addresses and areas of interest of the various foundations and is broken down geographically and by subject with an extensive index. *Grants for Women and Girls* is available for $32.00 plus $2.00 shipping from The Foundation Center, 79 Fifth Ave., New York, NY 10003.

Using Your Library the Feminist Way

Your Library: A Feminist Resource is a series of bibliographies recommending women's information sources in specific subject areas. Resource lists are available on the following topics:

- Black Women
- Chicanas/Hispanic-American Women
- Job Hunting for Women
- Images of Women in Literature
- Lesbians
- Pay Equity
- Violence Against Women
- Child Sexual Abuse
- Rape and Domestic Violence
- Women's History
- Women in Management
- Women's Studies

To accompany the bibliographies is a brochure describing library resources and services for women, including a list of basic reference tools for women's information.

The project is the result of a Carnegie Reading List Fund award and is sponsored by the American Library Association Committee on the Status of Women in Librarianship (COWSL) in cooperation with the Association for College and Research Libraries Women's Studies Discussion Group and the Reference and Adult Division Women's Materials and Women Library Users Discussion Group. The main brochure and eleven bibliographies are available for $2.00 prepaid from COSWL Staff Liaison, American Library Association, 50 E. Huron, Chicago, IL 60611. Bulk rates are available.

Articles of Interest for Teacher Educators

The March 1986 issue of Phi Delta *Kappan* is devoted to women in education. It contains articles on sexism in the classroom, girls in math class and the school experiences of Black girls. Focusing on elementary and secondary education, it is especially relevant for teacher educators. Single copies of the journal are available for $2.50 (prepaid) by writing to Phi Delta Kappa, Inc., Eighth and Union, P.O. Box 789, Bloomington, IN 47402.

Internship Program

The Project on the Status and Education of Women of the Association of American Colleges has an internship program which is currently accepting applications from undergraduate, graduate, and law students for the winter and spring terms. Preference will be given to applicants with strong research and writing skills who have completed their junior year and have displayed an interest in governmental or institutional policy regarding women in higher education.

Project internships are unsalaried positions. However, interns can be reimbursed for living expenses up to $25.00 per week. In addition, interns may arrange to receive academic credit from their sponsoring institutions. An internship entails research and writing for PSEW publications, meeting with federal officials and representatives of women's organizations, and a limited amount of clerical/support work.

Individuals wishing to apply for a position should send a resume, two brief writing samples, and three letters of reference to Mary De Mouy, Associate Director for Administration, PSEW, 1818 R St., N.W., Washington, D.C. 20009.

Guides to Nonsexist Language Available

FRANKLIN & MARSHALL COLLEGE (PA) has published *(S)he: A Guide to Nonsexist Language* which thoroughly discusses the implications of using sexist language and then goes on to give examples using alternatives to sexist words or phrases. The nine-page booklet was written by students and is available for $.50 (prepaid) by writing to The Writing Program, Franklin & Marshall College, P.O. Box 3003, Lancaster, PA 17604.

The National Council of Teachers of English has published a revised editon of *Guidelines for Nonsexist Use of Language in NCTE Publications (Revised 1985).* This booklet concentrates more on giving examples of sexist/nonsexist language and does not generally address itself to the theory of why not to use sexist language. Individual copies of the eight-page booklet are available free by writing to NCTE, 1111 Kenyon Rd., Urbana, IL 61801. Please enclose a self-addressed, stamped envelope and ask for Stock No. 19719-012. Bulk rates available.

The Project on the Status and Education of Woman also published a *Guide to Nonsexist Language.* That paper was excerpted from *Guide to Nonsexist Language and Visuals* which was developed by the University of Wisconsin-Extension Equal Opportunities Program Office and Department of Agricultural Journalism. That 25-page guide is available for $2.00 (prepaid) by writing to UW-Extension Bookstore, 432 North Lake St., Madison, WI 53706. The Project's four-page paper includes examples of sexist/nonsexist language and a bibliography of resources. It is available for $2.00 (prepaid) from AAC/PSEW, 1818 R St., NW, Washington, DC 20009.

Things Aren't So Different for our British Counterparts

Is Higher Education Fair to Women? examines the status of women and higher education in England. Edited by Sandra Acker and David Warren Piper, the 244-page book contains essays on a wide range of topics from historical background to current issues of sexism in teacher education and discrimination against women in research. The issues discussed are remarkably similar to those currently of concern to women in the United States. Copies of the book are available for $33.00 plus $1.75 handling and shipping by writing to Taylor & Francis, Inc. 242 Cherry St., Philadelphia, PA 19106 or by calling 1-800-821-8312.

Coming Up With Recommendations for Change at the U of Delaware

The Commission on the Status of Women at THE UNIVERSITY OF DELAWARE issued its *Report to the President, 1985-86* which contains numerous specific recommendations to improve the status of women at the university. The report is subdivided into recommendations that were made previously and subsequently implemented, ones that were partially implemented, and new recommendations altogether. The first part of the report summarizes recommendations and categorizes them according to the amount of progress made; the second part lists recommendations according to constituency group and describes specific actions taken. The report may be useful as a model for other universities and is available free while supplies last by writing to the Office of Women's Affairs, 219 McDowell Hall, University of Delaware, Newark, DE 19716.

OOPS! WE GOOFED!

In our summer issue (page 7) ("How Does Your Salary Compare? Read All About It") we wrote about AAUP'S "Annual Report on the Economic Status of the Profession 1985-86" which appeared in the March-April issue of *Academe*, and listed an incorrect price for a copy of that issue. Individual copies of that issue are available for $25.00 by writing to Academe, AAUP, 1012 14th St., NW, Suite 500, Washington, DC 20005. Single copies of other back issues of *Academe* vary in price so when ordering a back issue, check its price first.

TAKING NOTES

Speaking Up Pays Off

An observant staff member at the UNIVERSITY OF MINNESOTA noticed coffee mugs for sale at the campus bookstore which read "Sexual harassment isn't a problem around here, it's one of the benefits." After an informal complaint was made to the EEO officer for student affairs, a week later the mugs were removed from the shelf and will not be reordered.

Sometimes It Pays to Complain

A woman who filed a sex discrimination complaint has won the right to be editor of the student newspaper at THE UNIVERSITY OF OREGON. The governing board of the *Daily Emerald* had originally announced that a male, Paul Sturtz, would be the 1986-87 editor and that Michelle Brence had been the second-place candidate. Brence then charged that the board's selection process discriminated against women. A panel of university officials reviewed the decision and found that there were problems with the way the editor's job had been defined, although it declined to make its findings public. Brence was then given the editorship and Sturtz was asked to edit a new weekly features magazine. He refused and instead announced he is planning to file a breach of contract suit against the newspaper.

University Withdraws Sponsorship of Fraternity After Incident

Because of an incident occurring in fall 1985 in which three members of the Zeta Beta Tau fraternity at the UNIVERSITY OF CALIFORNIA, BERKELEY admitted to "misconduct involving a minor female," (a 17-year-old high school student), the university has withdrawn sponsorship of the fraternity indefinitely and will consider reinstatement at the end of one semester provided the fraternity fulfills conditions imposed by the university. As part of the sanctions, the 75 members of the fraternity must take part in a sexual assault prevention program. The fraternity can accept no new members, or take part in Greek social or athletic events until they are officially reinstated.

Directory Tells Women Where to Go for Help

The Women's Affairs Committee of the UNIVERSITY OF WISCONSIN, MADISON Student Association has published a pamphlet which lists university and local resources all geared to women. *Women's Places and Spaces (And Services Too)* lists the names, addresses and a brief description of over 200 organizations, listed both alphabetically and by category. The 27-page booklet may serve as a model for other schools and is available free from the Wisconsin Student Association, 511 Memorial Union, University of Wisconsin, Madison, WI 53706. Please enclose a mailing label and two stamps with your request.

Studying Men . . . . . Formally

According to the National Education Association, men's studies is a rapidly growing field in higher education, offered on almost 200 campuses in 1986. Students, male and female, say they want to know more about men's traditional and emerging roles.

. . . And Informally

A discussion group at HAVERFORD COLLEGE (PA) has been formed for men to start talking to one another about how it feels to be male. The support group meets solely to talk about topics such as "date rape," homophobia, girlfriends, and what it means to be assertive rather than aggressive. The weekly meetings, attended by about 20 people, give men a chance to talk about issues that they might otherwise feel uncomfortable discussing. For instance, the group often talks about the pressures that society still imposes on men to be the dominant sex, to behave in ways that are considered masculine—self-assured, virile and courageous—and the way those kinds of expectations affect men's relationships with one another.

PROJECT ON THE STATUS AND EDUCATION OF WOMEN VOL. 16, NO. 3 WINTER 1987

ASSOCIATION of AMERICAN COLLEGES

ON CAMPUS WITH WOMEN

WOMEN'S STUDIES

GENERATIONS OF COMPASSION, COURAGE, AND CONVICTION

March 1987 has been designated as National Women's History Month, a time to recognize and celebrate the many contributions women have made to our nation's history. This annual opportunity to reassess current knowledge in light of new scholarship on women has particular relevance to the many post-secondary institutions now examining and reevaluating their basic curriculum. The lack of discussion about women's lives and achievements in traditional scholarship gives an incomplete picture of our past, our present, and our future. Peggy McIntosh of WELLESLEY COLLEGE (MA) has said women are half the human race and presumably have had, in one sense, half of the world's experience.

Some comments from students' course evaluations in 1985–86 collected at DUKE UNIVERSITY (NC) illustrate a growing awareness of the lack of attention paid to the experiences of women. Duke's survey is used only as an example; similar comments have been elicited at many other institutions. (For more information on the Duke survey and its results, see the next page.)

History: " 'Europe From the 18th Century . . .' reads the course listing in the undergraduate bulletin. Yet the class I took could easily have been called 'European History of Men Since the 18th Century.' Yes, the professor did comment on the fact that [the French Revolution] was a cause that benefitted adult white male property holders and not other races of men in France. But he never questioned the assumption that the women of the time did not also deserve such rights as men were seeking. The professor and the students never raised the issue of what women's experiences and efforts of the times may have been, but accepted in a sense the maleness of history."

History: "Looking back on it now, I find it hard to believe that all the women did was cook and clean and mind the children. What about the families where the men did not return from battle? What about all the women who did not have husbands and were running their own businesses and organizations? The men simply could not have done everything there was to do."

Political Science: "A closer look at the subject matter . . . reveals that it may be titled 'The Male Political System,' for the role of women in the development of our nation seems almost nonexistent. In addition, because the text and articles were all written by men, the student is implicitly taught that women were either unconcerned with or incapable of discussing the direction of American government."

The theme for National Women's History Month 1987, "honoring generations of compassion, courage and con-

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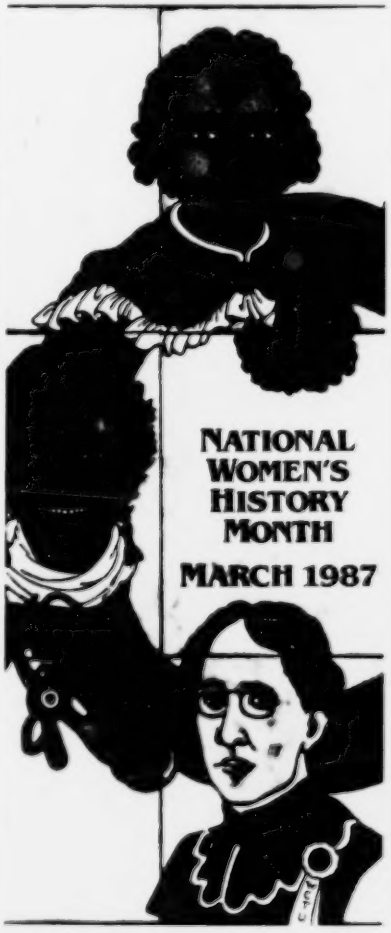

Detail, 1987 National Women's History Month Commemorative Poster; Lark Lucas, artist

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ASSOCIATION of AMERICAN COLLEGES

viction," encourages the recognition of all women in our communities and our nation, now and in the past, who through their lives have embodied these values. This year, five women are honored on the National Women's History Month commemorative poster (see illustration) for their clear demonstration of these three attributes: Ada Deer, Frances Willard, Mary Shadd Cary, Tye Leung Schulze, and Felisa Rincon de Gautier.

National Women's History Month provides an opportunity to balance the historical record, to create a public awareness of women's contributions in every sphere of our shared history and contemporary life. Educational institutions are in a unique position not only to continue curriculum development efforts to mainstream the study of women, but also to highlight the importance of these efforts through community programs, exhibits, media pieces, school events, and the like. March 1987—National Women's History Month—is an appropriate time to start.

For information and ideas about how to celebrate National Women's History Month, contact the National Women's History Project, Box 3716, Santa Rosa, CA 95402. They publish a *1986–87 Resource Catalog* filled with curriculum resources, program planning guides, books for younger readers and adults, art materials, reference materials, posters, plays, films, records, calendars, games, and other items. For a copy, send $1.00 to the address above. ■

INTEGRATING WOMEN INTO THE CURRICULUM

Competition for ten grants of $2,000 each for curriculum development is underway at the Duke–UNC Women's Studies Research Center. Ten faculty members in colleges and universities in North and South Carolina and Virginia will receive a grant, underwritten by The Ford Foundation, to develop a new course or revise an existing one to reflect the perspectives of women's studies scholarship. Recipients will revise or design their courses in the humanities or social sciences in close consultation with a member of the women's studies faculties at DUKE UNIVERSITY or the UNIVERSITY OF NORTH CAROLINA. In June 1987, participants will meet in a week-long summer institute with faculty and staff from the research center. In the fall of 1987, participants will teach their new or newly redesigned course and evaluate the project. For more information on the grant program, contact the Duke–UNC Women's Studies Research Center, 207 East Duke Bldg., Duke University, Durham, NC 27708. ■

STUDENTS RATE DUKE ON CURRICULUM INTEGRATION

The Women's Studies Program at DUKE UNIVERSITY (NC) has for the past two years surveyed the extent to which courses and textbooks in a variety of fields (including the humanities, social sciences, and the sciences) are gender balanced. Students in the class, "An Introduction to Women's Studies," analyze other courses in which they are enrolled. The 1985–86 survey looked at 128 courses taught in fall 1985; its results were compared to the 1984–85 survey results. In the 1984–85 survey, students rated 33 percent of evaluated courses as "Womanless" in which women were conspicuous by their absence or were given such a cursory consideration (at times one sentence in an entire semester) that the students felt they had been excluded. In 1985–86 the percentage had dropped to 23 percent. In 1984–85, 44 percent of the courses were rated, "Women as Traditional or Exceptional," meaning women were included but as exceptions to the norm or at most described in very traditional roles, compared to 59 percent in 1985–86.

Interestingly, more courses in the 1984–85 survey were rated as "Women Incorporated" where women are fully integrated rather than treated as a separate entity outside the mainstream (25 percent) than in 1985–86 (18 percent). According to Jean O'Barr, director of the Women's Studies Program, these statistics mean that while women are mentioned more frequently in class than they were a year ago, they are mentioned in stereotypical terms, and the number of classes fully incorporating women has actually dropped.

Students express acute concerns over the exclusion of women in their courses, says O'Barr. "Many acknowledge having felt unaware of the presentation of women in a prior course, and therefore [were] satisfied with it until they returned to it and examined it for gender balance. As a result of the survey and other courses and programs in women's studies, the classroom climate at Duke has begun to change. "On the one hand, women as individuals and gender as a category are more frequently mentioned than in the past. On the other, some students are sufficiently familiar with women's studies scholarship to be dissatisfied with what they are being taught."

For more information on the survey and its findings, contact Jean O'Barr, Director, Women's Studies Program, Duke University, 105 East Duke Bldg., Durham, NC 27708. ■

MEN'S STUDIES: COMPETITION OR COMPLEMENT?

The summer 1986 issue of the *Journal of the National Association for Women Deans, Administrators, and Counselors* is devoted entirely to essays on men's studies. It is, according to co-editor Harry Brod, the first collection of overviews of the field, written by those who have developed men's studies in their classrooms. The essays deal with the kind of issues teachers and administrators will be called on increasingly to address as more attention is focused on men's studies—what motivates the current growth of interest, what men's studies teaching curricula and research programs look like, how men's studies relates to feminist theory and practice, the problems women will face in integrated women's and men's studies courses, and how men's studies relates to gay studies. According to co-editor Patricia Farrant, the essays represent a variety of perspectives, including those that suggest men's studies might both complement and extend the accomplishments of women's studies and those that are more cautious about the

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possible salutary influence of this developing field of study. The summer 1986 issue of the journal is available for $6.00 from the National Association for Women Deans, Administrators, and Counselors, 1325 18th St., NW, Washington, DC 20036. ■

WOMEN'S STUDIES TRAILBLAZERS

"Women's Studies Administrators—Personal and Professional Intersections," a special issue of *Women's Studies International Forum*, contains a series of autobiographical essays by women's studies administrators and teachers. Many of the women contributors began—or furthered the task of—introducing women's studies on campuses by developing new curricula and programs. In their essays they discuss the challenges of moving away from more traditional academic structures toward ones that include women. They also discuss connections between the personal and the professional and the personal and the political. "Women's Studies Administrators," edited by Kathleen Gregory Klein, Paula Hooper Mayhew, Ellen S. Silber, and Judith Gold Stitzel, is Vol. 9, No. 2, of the *Women's Studies International Forum*. For ordering information, contact Pergamon Press, Maxwell House, Fairview Park, Elmsford, NY 10523. ■

WHAT IS YOUR CAMPUS DOING RE WOMEN'S ISSUES?

The *Directory on Gender Research* published by OHIO STATE UNIVERSITY's Center for Women's Studies provides users with a convenient reference on research about women and gender by OSU faculty and researchers. Information for the directory was gathered through a university-wide survey conducted in the winter of 1985. The directory, compiled by Mary Margaret Fonow, lists 55 individuals representing 24 academic departments. Research specialities include work, family, health, education, affirmative action, politics, literature, film, drama, communication, aging, mental health, rape, substance abuse, and poverty. Copies of the directory are available for $3.00 from the Center for Women Studies, OSU, 207 Dulles Hall, 230 W. 17th Ave., Columbus, OH 43210. ■

WHAT'S BEEN HAPPENING WITH WOMEN'S STUDIES?

The tenth anniversary issue of *Frontiers, A Journal of Women Studies*, is entitled "The Women's Studies Movement: A Decade Inside the Academy." It features numerous articles on the history of women's studies within individual colleges and universities, overviews of women's studies, and reports on the progress of incorporating women's studies into various fields, such as economics and natural sciences. To obtain Vol. 7, No. 3, send $8.00 (individuals) or $11.00 (institutions) to *Frontiers*, Women Studies Program, Box 325, University of Colorado, Boulder, CO 80309. All orders must be prepaid. ■

WOMEN ARE HISTORY TOO

A valuable resource for students and faculty wishing to incorporate the scholarship on women's history has been published by the Graduate Program in Women's History at the UNIVERSITY OF WISCONSIN–Madison. *Women Are History: Bibliography in the History of American Women*, by Gerda Lerner with the assistance of Marie Laberge, contains over 1,350 cites and covers a wide variety of subjects within women's history from "Colonial Women" and "The Antebellum North" to "The New Feminism: 1945 to the Present." Also included in the 122-page bibliography are works on family history; women's bodies; women's roles; women and work, education, law, and the arts; lesbian history; women of American minority groups; and autobiographies and biographies. *Women Are History*, 4th revised edition, is available for $5.00 from the Graduate Program in Women's History, University of Wisconsin–Madison, Department of History, 3211 Humanities Bldg., 455 North Park St., Madison, WI 53706. Make checks payable to Women Are History Fund. ■

ON THE CAMPUS

ACADEMIC AND EMOTIONAL SUPPORT FOR GRADUATE WOMEN

The Graduate Women's Network was started five years ago by three women at CLAREMONT GRADUATE SCHOOL (CA) who decided to do something about their feelings of isolation in a predominantly male environment. Their first meetings were mainly sessions to raise awareness about issues such as sexual harassment and difficulties in getting financial aid. Eventually the network evolved into a more intellectual forum and from that "Womanwords" was created—a weekly work-in-progress series where academic feminists discuss their work. Although Womanwords is its most visible program, the network has organized and cosponsored a number of other activities, including a conference on feminist thought, receptions for graduate students, and lectures. Women faculty members also participate in the network and act as role models. For more information, contact Elizabeth Castelli, Institute for Antiquity and Christianity, Claremont Graduate School, 831 N. Dartmouth, Claremont, CA 91711; or call 714/621-8066. ■

SMITH PROGRAM TARGETS OLDER WOMEN

SMITH COLLEGE (MA) recently celebrated its tenth year of the Ada Comstock Scholars Program, which offers financial aid to those who need it without limits on age or the time required to complete a degree. The program has attracted a number of women on welfare, many of whom subsequently have graduated and removed themselves from public assistance. Over the years the program has grown dramatically—from 35 students in the beginning to 280 undergraduates currently. A total of 263 Comstock scholars have graduated. The program could be a model for other schools. For more information, contact Eleanor B. Rothman, Director, Ada Comstock Scholars Program, Smith College, College Hall 32, Northampton, MA 01063. ■

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CONFERENCE CONSIDERS COEDUCATION

SKIDMORE COLLEGE (NY) held a conference in 1983 to examine the results of a decade of coeducation at that school and others across the country. The proceedings of that conference were recently published and provide a great deal of information about the various issues involved in the decision either to remain a single-sex college or to go co-ed. *Toward Equitable Education for Women and Men, Models from the Past Decade* also examines, for example, women's studies and non-sexist curricula, student leadership, sex role attitudes, and women in science. The proceedings would be of use to any administrator of a single-sex college or university that is considering going co-ed or has recently decided to go co-ed. Copies of the 360-page book are available for $5.00 from Fran Hoffmann, Dean of Student Affairs, Skidmore College, Saratoga Springs, NY 12866. ■

CLASSROOM CLIMATE GOES TO THE MOVIES

A new videotape to help college faculty understand how men and women students are often treated differently in the classroom has been developed by researchers Myra and David Sadker. It shows several examples of college professors treating women students equitably and inequitably in the classroom; includes discussions of patterns of bias; and describes equitable teaching skills in the areas of active teaching attention, evaluation techniques, discipline, and sex segregation. "Sex Equity in the College Classroom" is a 27-minute videotape available for $150.00 for 1/2" VHS or Beta, or $175.00 for 3/4", from Norman Klotz, NAK Production Associates, 1317 Apple Ave., Silver Spring, MD 20910; or phone 301/565-0355.■

UPDATING THE EATING CLUB CONTROVERSY

PRINCETON UNIVERSITY (NJ) has settled out of court with Sally Frank, a former student, who charged three Princeton eating clubs with discrimination against women (for not allowing women members), and Princeton University with aiding and abetting that discrimination. The terms of the out-of-court settlement include payment to Frank of $27,500 to cover her legal expenses and other costs.

The original suit was filed in 1979. Since that time the New Jersey Division of Civil Rights has ruled against the university and the eating clubs. Subsequently, one of the clubs (Cottage Club) agreed to admit women and did so in spring 1985. The suit is still pending against Ivy Club and Tiger Club, and is in the remedy stage. The judge's ruling on that is expected soon, with appeals possible on either side. Stay tuned.... ■

TO LIFE!

After a two-year debate, the CALIFORNIA STATE UNIVERSITY SYSTEM Board of Trustees adopted Chancellor W. Anne Reynolds' suggestion to change the official Latin motto from *Vir Veritas Vox* (Man, Truth, Voice) to *Vita Veritas Vox* (Life, Truth, Voice). The original motto was considered "gender specific."

INFORMATION SHEETS ON SEX EQUITY

In conjunction with the state Department of Vocational, Adult, and Community Education, the UNIVERSITY OF NORTH FLORIDA is seeking to promote leadership development among educators concerned with sex equity. As part of that process, they are producing a monthly fact sheet that includes:

- new items pertinent to sex equity,
- statistics concerning the advancement of women in the workforce in Florida and across the nation,
- synopses of research related to girls' and women's decision making, and
- personal and professional development suggestions.

The guide may be a model for affirmative action offices, deans' offices, or women's studies programs. Single copies of the guides are available free from Bette Soldwedel, Professor of Education and Project Director, University of North Florida, College of Education and Human Services, 4567 St. Johns Bluff Rd., S., Jacksonville, FL 32216.■

HALF OF INCOMING GRADUATE STUDENTS ARE WOMEN

According to the annual survey of graduate enrollment conducted by the Graduate Record Examinations Board and the Council of Graduate Schools in the U.S., women were 50 percent of all first-time graduate enrollees in fall 1985. Fifty-three percent of all graduate institutions responded to a question of enrollment by ethnic group. They reported: Blacks were 4.6 percent of first-time enrollees, Asian Americans were 3.4 percent, Hispanics were 2.2 percent, and American Indians were 0.4 percent. Data were not reported by race and sex simultaneously so the status of minority women cannot be evaluated.

A limited number of copies of *Report of the Annual Survey of Graduate Enrollment* are available free from Council of Graduate Schools in the United States, 1 Dupont Circle, NW, Suite 430, Washington, DC 20036. ■

CATHOLIC WOMEN'S COLLEGES TO LINK CAMPUSES

In an effort to serve women around the world, 127 U.S. colleges founded by and affiliated with Catholic women's religious orders plan to link their campuses through unified policies, procedures, computers, and eventually satellites to form an international women's university.

Brigid Driscoll, RSHM, president of MARYMOUNT COLLEGE (NY), is chair of the Neylan Commission, an association of colleges affiliated with

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women's religious orders, which held the conference at which plans for the university were discussed. (The commission is part of the Association of Catholic Colleges and Universities.) Driscoll said, "We'll continue to serve our individual traditional constituencies. But by jointly acquiring new communication technologies, we can extend our service both here and to women around the globe." For example, prospective college students in the Third World could prepare for college in the United States with English language training and skills-building courses in their home countries. Their educational goals could then be matched with the programs, climate, and characteristics of any of the 127 U.S. colleges or a combination of them. For further information, contact Brigid Driscoll, RSHM, President, Marymount College, Tarrytown, NY 10591. ■

MINORITY WOMEN

HOUSEWORK AFFECTS CHICANAS' SCHOOLWORK

The results of a survey of more than 600 undergraduates of Mexican descent at five universities in California show that the most important difference in experience between men and women students was in the area of unpaid domestic work. The survey found that women, especially those who were married, divorced, or separated, reported many more hours of domestic responsibilities than males with the same marital status. Whereas women averaged 31.5 hours per week domestic work, men averaged 16.8 hours. The survey found that women with many domestic work hours had a lower academic self-concept, although this was not true for women who had many hours of paid work. Women with many hours of domestic work did not adjust their school schedules to accommodate these responsibilities, while women who had many hours of paid employment did adjust their school schedules accordingly. Men were found to have significantly more parental support than women, and women reported higher stress in all areas and were significantly more likely to feel stress related to lack of academic preparation.

Results of the survey, which covers many other areas, are reported in *Chicanas in California Post-Secondary Education: A Comparative Study of Barriers to Program Progress*, which is Policy Research Monograph #2. The 217-page monograph is available for $3.00 from Stanford Center for Chicano Research, Stanford University, P.O. Box 9341, Stanford, CA 94305. ■

LOW-COST FILMSTRIPS ON MINORITY WOMEN

Five filmstrips outlining the needs, status, and contributions of American Indian, Asian American, Black, and Hispanic women are available from the Department of Education. The filmstrips, averaging about 15 minutes each, are accompanied by the film's script, a discussion guide, supplementary information, and student activities. The films are:

- *America's Women of Color: Past, Present, and Future* (#0326), $7.25
- *American Indian Women* (#0330), $5.75
- *Asian American Women* (#0334), $6.75
- *La Mujer Hispana: Mito y Realidad/The Hispanic Woman: Myth and Reality* (#0338), $6.50
- *Not About to be Ignored* (Black women) (#0342), $6.50

Also available is a book: *Minority Women: An Annotated Bibliography*, 92 pp. (#0325), $4.00.

These resources are available from EDC/WEEA Publishing Center, 55 Chapel St., Suite 231, Newton, MA 02160. When ordering, please specify the catalog number of the item (listed in parentheses above). ■

BEING MINORITY AND FEMALE: NOT EASY

Ethnicity and Women is a book of scholarly essays on a variety of issues such as the leadership styles of ethnic-minority women; the impact of racial and gender factors on women's political activity; the relationship between the feminist movement and ethnic-minority women; the impact of affirmative action on Mexican-American women; and the continuing debate over the role of women in the Black family. Edited by Winston Van Horne, the book is Volume V of the Ethnicity and Public Policy series published by the UNIVERSITY OF WISCONSIN SYSTEM American Ethnic Studies Coordinating Committee. Copies of the 223-page book are available for $20 (hardcover) or $10.95 (paperback) from UW System AESCC, UW-Milwaukee, P.O. Box 413, Milwaukee, WI 53210. ■

NONTRADITIONAL CAREERS

FEMALE M.D.s: HARD WON SUCCESS

A conference in April 1986, "Women in Medicine: Challenges of the Future," brought women from all levels of medicine together to discuss medical topics of concern to women and to talk about personal and professional issues such as subtle and overt discrimination, sexual harassment, and self-esteem. Panels, lectures, and workshops covered national health policies, the reproductive rights of women, ethical issues in medicine, personal anecdotes about medical school, and practical advice on mentoring and moving ahead.

Conference attendees noted areas of advancement for women and areas that need improvement. Women have made significant strides in medical school enrollment: of the 16,268 students who entered medical school in 1985, 33.9 percent were women. By contrast, in 1969 women accounted for only 9.1 percent of the entering class of 10,422. At other levels of medical academe, however, women's advancement has been slow. According to the Association of American Medical Colleges, the percentage of women who are full-time faculty members in medical schools rose from about 12 percent in 1976 to about 17 percent in 1985. In 1976, women held 5,400 appointments

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out of 39,000; in 1985 they accounted for 9,300 of 59,000 positions. A conference participant, Linda D. Lewis, associate dean for student affairs at COLUMBIA UNIVERSITY's (NY) College of Physicians and Surgeons, presented these statistics: women are 8 senior or vice deans out of 60 positions in that category, 61 associate deans out of 635 positions, and 71 assistant deans out of 348 positions. Of some 2,600 departments in 127 medical schools, only 50 were headed by women.

The two-day conference, held at HUNTER COLLEGE (NY), was sponsored by the Regional Council for Women in Medicine in conjunction with six New York State medical schools and several women's organizations. ■

WOMEN SCIENCE AND ENGINEERING PH.D.s INCREASING—BUT SLOWLY

In 1985, women increased their share of science and engineering doctorates while the total number of doctorates granted remained stable, according to the annual survey of earned doctorates conducted by the National Research Council and reported by the National Science Foundation in a *Highlights* report (NSF 86-308). Women earned 4,650 science and engineering doctorates in 1985, only a 2 percent increase over 1984 and significantly below the average annual increase of about 6 percent achieved during the last decade. While women have increased their share of earned doctorates, the number of Ph.D.s earned by men has decreased slightly. Thus the proportion of degrees awarded to women has increased from 19 percent in 1978 to 25 percent in 1985. More than 80 percent of the degrees earned by women in science and engineering were in psychology, the life sciences, and the social sciences. ■

WOMEN CHEMISTS PROFILED

A supplementary report to the American Chemical Society's 1985 salary and employment survey focuses on the status of women compared to men in the profession. The following are some highlights of *Women Chemists 1985*:

- The unemployment rate for women chemists is higher: 3.5 percent compared with 2.6 percent for men (up from 1980 when the figures were 2.1 percent and 0.8 percent respectively). At the doctoral level, 1.7 percent of men but 3.4 percent of women were unemployed and seeking work.
- More women are working part-time: 4.9 percent of women and 1.6 percent of the men.
- More women are in nonprofessional positions in graduate institutions: 49 percent of the women and 14 percent of the men.
- Women are more than twice as likely as men to be in postdoctoral positions: 7 percent of women and 3 percent of men.
- 58 percent of men employed in academe were in doctorate-granting institutions; only 48 percent of the women were in such institutions. Women in academic institutions are less likely to be tenured, regardless of rank. The report concludes that the characteristics of both academic and nonacademic chemists have changed substantially since 1980. Women's salaries generally have improved relative to men's. Copies of *Women Chemists 1985* are $24.95 each from the Distribution Office, American Chemical Society, 1155 16th St., NW, Washington, DC 20036. ■

WOMEN IN LAW: HOWDY, PARDNER?

Where They Are Now—the Story of the Women of Harvard Law 1974 paints a comprehensive picture of the integration of the first significant numbers of women into the legal profession. (Nineteen seventy-four was the first year that female enrollment in HARVARD LAW SCHOOL exceeded 10 percent.) The book points out that while a Harvard law degree is generally regarded as an entree to many career paths, only 23 percent of the women in the class of 1974 have achieved the traditional goal of partnership status within their fields, compared to 51 percent of their male classmates.

Authors Jill Abramson and Barbara Franklin, by focusing on—among other things—the partnership scramble, managing motherhood, and burnout, counteract the myth that women lawyers leave the profession after a few years' practice because they want to have children. Although 51 percent of the women in the class have decided to have children (including six women who are partners in large firms), only four women have actually left the profession or interrupted their careers indefinitely to raise a family. *Where They Are Now* is available from Doubleday and Co. Call Customer Service at 800/645-6140 for price and ordering information. ■

A GUIDE TO FEDERAL PROGRAMS TO ATTRACT WOMEN TO SCIENCE

A Directory of Federal R & D Agencies' Programs to Attract Women, Minorities, and the Physically Handicapped to Careers in Science and Engineering not only lists programs aimed at these groups, but also programs in which there is an effort to attract underrepresented groups even though the programs are not specifically designed for that purpose. Listings include the agency, program title, contact person, eligibility requirements, deadlines, and number of present and previous awards. The 27-page directory (NSF 85-51) is available free from the National Science Foundation, Washington, DC 20550. ■

RAPE AND VIOLENCE

SWAPPING IDEAS

In the spring of 1986, representatives from the 64 campuses of the STATE UNIVERSITY OF NEW YORK gathered to exchange ideas about campus safety. Out of that meeting came a 231-page report, *Proceedings of the Symposium on Personal Safety*, edited by James W. Kalas and Catherine Lott. The report contains nine papers on a variety of topics, including interpersonal violence on campus and rape prevention pro-

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grams. Copies of the proceedings are available for $7.00 prepaid from the Office of Planning, Research Foundation of the State University of New York, Room S-407, State University Plaza, Albany, NY 12246. ■

PORNOGRAPHY ON CAMPUS

■ MOORHEAD STATE UNIVERSITY (MN) stopped the sales of *Playboy*, *Playgirl*, and *Penthouse* magazines at the university bookstore, but these magazines are still sold at a university convenience store.

■ INDIANA UNIVERSITY started a campus program to sponsor speakers and discussions to educate students about pornography.

■ The UNIVERSITY OF IOWA's Women's Resource and Action Center is sponsoring educational slide shows to show how pornography degrades women.

■ MICHIGAN STATE UNIVERSITY administrators are concerned about a student group that now shows X-rated movies two or three nights a week.

■ The UNIVERSITY OF WISCONSIN student union, which used to sell *Playboy*, *Playgirl*, and *Penthouse*, now only sells weekly and bi-weekly publications, thus eliminating not only these magazines, but other noncontroversial monthly magazines as well.

These are only some of the situations on campuses across the country involving pornography, according to the *Chronicle of Higher Education* (July 30, 1986, p. 27). In many cases, it is the students themselves who protest the sale of pornography on campus, while others defend it on First Amendment grounds, usually leaving it up to the administration to somehow work out an acceptable solution to the issue.

Probably because magazines are available by subscription to those who feel strongly about seeing them, they have been easier to deal with than X-rated movies. Since obscenity, not pornography, is illegal, universities cannot legally stop a student group from sponsoring many X-rated films.

Kathy Kigin, a member of Womynspace, a feminist group at GEORGE WASHINGTON UNIVERSITY (DC), says her group does not advocate banning magazines or X-rated films. "We're not for censorship. We want the industry to die out by itself." And so her group, like many others across the country, uses a variety of methods from sit-ins to seminars to educate the campus on the negative effects of pornography. Whether they are effective remains to be seen. ■

ATHLETES ACQUITTED OF RAPE CHARGES

The three UNIVERSITY OF MINNESOTA basketball players who were accused of raping an 18-year-old woman in her hotel room after a basketball game with the University of Wisconsin have been acquitted of those charges. Members of the jury cited discrepancies in the testimony of the victim, who was portrayed by the defense as a confused, drunken, and willing participant.

At the time of their arrest, the players were suspended for the remainder of the season, the team forfeited its next game, and the head coach, Jim Dutcher, resigned. All three players have since withdrawn from the university and intend to enroll elsewhere.

Kenneth Keller, president of the university, deplored the behavior of the athletes when they were first arrested and said, "From the information available to me, the three men have not denied that they participated in group sex in a Madison hotel room. They were, in Madison, representing the University of Minnesota and the trip was paid for by the university. As far as I'm concerned, there is no room in university intercollegiate athletics—or any other university-sponsored activity—for the kind of behavior that occurred in Madison." ■

FRATERNITY POSTER WARNS AGAINST DATE RAPE

A national fraternity, Pi Kappa Phi, has produced a poster on date rape that will be distributed to its chapters and other fraternities across the country. The poster shows a portion of "The Rape of the Sabine Women" and underneath the words: "Today's Greeks Call It Date Rape." In smaller print it reads: "Just a reminder from Pi Kappa Phi. Against her will is against the law."

Durward W. Owen, executive director of the fraternity, said, "We focused on the problem of date rape because it is a problem which needs a greater awareness among both males and females." Copies of the poster are available for $2.50 from Pi Kappa Phi, P.O. Box 240526, Charlotte, NC 28224. ■

STAAR TO THE RESCUE

Project STAAR, Students Taking Action Against Rape, is a program of the United Council of University of Wisconsin Student Governments, which will receive $21,000 from the Victims of Crime Act to train volunteers in counseling sexual assault victims. The council will provide an additional $21,000 in matching funds for the project. A variety of services will be available, from victim support groups to 24-hour crisis intervention and advocacy, with a special focus on addressing the needs of date rape victims. For more information about STAAR, call 608/263-3422. ■

WORKING IN ACADEME

GENDER STILL MAJOR DETERMINANT OF STAFF SALARIES

Although the salary gap appears to be narrowing, women professionals in campus fundraising, communications, and alumni relations still make substantially less than their male colleagues of comparable age, experience, and education. That's a major finding of a survey reported in the June 1986 issue of *CASE Currents*, the magazine of the Council for Advancement and Support of Education.

The purpose of the project was to update information on job responsibilities, reporting relationships, and salaries of institutional advancement professionals. Judy VanSlyke Turk, associate professor and assistant director of the UNIVERSITY OF OKLA-

HOMA's H. H. Herbert School of Journalism and Mass Communications, directed the survey, which replicates one reported in 1982.

The survey found the mean salary for male advancement professionals is $38,817, while the mean salary for female professionals is $27,235—a 43 percent difference (up from 1982 when women were paid an average of 37 percent less than men).

Experience, educational background, and age do not fully explain salary differences between men and women. While all of these factors do influence salary, gender is the greatest influence. Being male adds $3,686 to one's annual salary—all by itself. The good news? This difference of 12 percent attributable to gender is significantly less than the 20 percent difference in the 1982 survey.

Copies of the survey results, "The Changing Face of CASE, A Study of Salary and Status," are available free from Council for the Advancement and Support of Education, 11 Dupont Circle, Suite 400, Washington, DC 20036. ■

AN INSIDER'S LOOK AT HIRING ON CAMPUS

The July 1986 issue of *Harper's* contains an inside look at the hiring practices of a small liberal arts college. "Unattractive Need Not Apply" by Harold Holcomb (a pseudonym) describes the process of choosing a new faculty member for the university: the extremely attractive, somewhat qualified woman was offered a job; the unattractive, very qualified woman was not. The author offers no remedy for the situation. Copies of the July 1986 *Harper's Magazine* (Vol. 273, No. 1634) are available for $2.50 from Harper's, 666 Broadway, New York, NY 10012, Attn: Max Lane. ■

DIFFERENT SURVEY, SAME STORY

Women university administrators' average salaries were 43.3 percent lower than men's at 1,612 colleges and universities responding to the *1985–86 Administrative Compensation Survey* done by the College and University Personnel Association (CUPA). In a breakdown of eighty-six occupational titles comparing male and female salaries, there were only two (Director of Athletics for Women and Dean of Home Economics) in which women outearned men. For more information on the annual survey, contact CUPA, 11 Dupont Circle, Suite 120, Washington, DC 20036. *Note:* The 1986–87 CUPA salary survey is scheduled to be published in February 1987. ■

INFORMATION SOUGHT ON SEX DISCRIMINATION IN ATHLETICS

One of the major effects of Title IX of the Education Amendments of 1972 was that it spurred an enormous growth in women's sports on campus. With the *Grove City v. Bell* decision in 1984, coverage of Title IX has been curtailed to apply only to those programs directly funded by the federal government.

The Women's Sports Foundation is lobbying for legislation to restore Title IX to its original coverage and in doing so is seeking to document cases in which sex discrimination has been allowed to exist following the Grove City decision. Foundation officials therefore request that anyone in the athletic community who has observed or experienced sex discrimination that they believe has stemmed from the weakening of Title IX should contact them and describe the situation. The foundation will follow up on the information and will accept information given anonymously. Call or write the Women's Sports Foundation, 625 Madison Ave., New York, NY 10022; 212/872-9427.

IN THE COURTS

SEX DISCRIMINATION SUIT SETTLED

The State of Massachusetts has agreed to pay $2.9 million to settle a sex discrimination suit brought by 122 women faculty members at FRAMINGHAM STATE COLLEGE (MA). The women will receive checks ranging from $15 to $127,000. They had brought their case before the U.S. Equal Employment Opportunity Commission when an audit showed that after one year on the faculty, female faculty members earned an average of $1,000 less than their male colleagues with the same length of employment. ■

TRIAL BY JURY: $278,000 FOR TENURE DENIAL

Kathryn J. Gutzwiller, a former assistant professor of classics at the UNIVERSITY OF CINCINNATI who charged discrimination when she was denied tenure, was awarded $278,000 by a federal jury. In a unanimous vote, the jury assessed Bernard C. Fenik, chair of the faculty committee that denied tenure, $120,000 in damages; Getzel M. Cohen, chair of the classics department, $78,000 in damages; and President Joseph Steger, who as provost had upheld the tenure denial, $80,000 in damages. U.S. District Judge Carl Rubin has not yet decided what action the university must take to compensate Gutzwiller or whether it will have to pay the damages.

The case is unusual because it was tried by a jury. Gutzwiller filed a civil rights complaint under 42 U.S. Code, Section 1983, which applies to state employees, and entitles her to a jury trial. She had sued the university for $12 million in 1984 after she was denied tenure. Gutzwiller said, "We won because we could prove two points. I was better qualified than [her

tenured male peers], and women were discriminated against because they were held to a higher standard than men." ■

INTERNATIONAL

SAVING THE NAIROBI EXPERIENCE FOR POSTERITY

"Equality, Development and Peace: Visions from Nairobi," a seven-part video series based on the historic United Nations Decade for Women Conference and Forum '85 held in July 1985, is now available. More than forty hours of footage on crucial topics discussed at the conference make up the six topical programs: topics include apartheid, international trafficking and prostitution, the plight of women as refugees and migrants, women and the world economy, women in politics and leadership, and strategies for eliminating discrimination against women. Also included is a twenty-minute sampler program that presents an overview of the meeting. Segments from workshops on the topics covered in detail by the other six programs are assembled in a "stand-alone" program that can be used as an introduction to discussion groups and workshops or as an introduction to the series.

The videotapes, produced by the Nairobi Women's Video Project and sponsored by Marin Community Video, are available for sale in ¾", VHS, and BETA II. Contact Elaine Trotter, InVision Productions, Inc., 275 Magnolia Ave., Larkspur, CA 94939, for prices and ordering information. ■

LEARNING ABOUT THE WORLD'S OTHER HALF

The World's Women Teaching Kit is designed to broaden the high school and college curriculum to include information on the status of women from around the world. Appropriate for courses in geography, world history, sociology, and economics, the teaching kit looks at issues regarding women in the labor force, education, health, and politics; and helps students understand Third World development and the lives and roles of women in less developed countries compared with women in more developed countries.

The teaching kit includes:

■ *Women in the World: The Women's Decade and Beyond*, a 13-page student reading/workbook.

■ *Teaching About the World's Women*, a 4-page teacher's guide.

■ *Women . . . A World Survey*, by Ruth Leger Sivard, a 45-page study of women's work, education, government, and laws.

■ *The World's Women: A Profile*, a colorful 18" by 24" data sheet.

The teaching kit is available for $7.50 plus $1.00 postage and handling from Population Reference Bureau, Inc., P.O. Box 35012, Washington, DC 20013. Each individual publication is also available separately and in bulk. ■

WOMEN AND DEVELOPMENT

Through its Working Paper Series, the Office of Women in International Development at MICHIGAN STATE UNIVERSITY makes available 120 reports on women's social, political, and economic progress around the world. The papers cover empirical studies, theoretical analyses, and projects written by national and international scholars. Sample titles include: "The Impact of Industrialization on the Structure of Female Employment," "Sex-Differential Patterns of Internal Migration in Sri Lanka," "Weaning Decisions by Rural Mexican Women," and "Anthropology: The Study of Man and Occasionally Woman." Prices of the papers range from $2.50 to $3.50 each. For a complete list of titles, contact Office of Women in International Development, 202 Center for International Programs, Michigan State Univ., East Lansing, MI 48824-1035. ■

RESOURCES FROM ENGLAND

What About Women: Information Sources for Women's Studies is a British publication that describes nearly 140 organizations relevant to women. It also contains a basic bibliography of material on feminist issues and suggests ways in which local women's groups can organize and run their own resource centers. The 106-page book, by Ruth Cowley, is available for £2.85 from Fanfare Press, 316 Corn Exchange Bldg., Hanging Ditch, Manchester M43EY.

The *Anti-Sexist Resources Guide* lists British organizations and individuals working for equity in education. Entries in the 92-page guide include women's organizations, bookshops and book clubs, publishers and distributors, films and videos, books, and journals. The guide is available for £3 from the Centre for Learning Resources, 275 Kennington Land, London SE11 5QZ. ■

AWARDS

GRADUATE SCHOLARSHIPS IN WOMEN'S STUDIES

The National Women's Studies Association (NWSA) and Pergamon Press are jointly awarding two graduate scholarships in women's studies to students who will be doing research for or writing a master's thesis or Ph.D. dissertation relevant to women's studies in the fall of 1987. The two awards are for $1,000 and $500. Preference will be given to applicants who are members of NWSA and whose research project addresses issues relevant to women of color, Third World women, or feminist practice/analysis in elementary and secondary education. Applications must be received by March 1, 1987. For further information, contact Caryn McTighe Musil, NWSA National Coordinator, La Salle University, Philadelphia, PA 19141; or phone 215/951-1700. ■

BUNTING FELLOWSHIPS

The Mary Ingraham Bunting Institute of RADCLIFFE COLLEGE (MA) offers a number of fellowship programs every year. They are designed to support women who wish to advance their

careers by pursuing independent study in academic and professional fields, in creative writing, in the visual and performing arts, and in dance and music. Office or studio space is provided; residence in the Boston area and at the institute is required during the fellowship appointment. The "Berkshire Summer Fellowship, 1987" for women historians at the postdoctoral level offers $2,500 for the summer of 1987. The deadline for proposals is March 15, 1987. For information and applications, write to Fellowship Program, The Bunting Institute of Radcliffe College, 10 Garden St., Cambridge, MA 02138; or call 617/495-8212. ■

EMPLOYMENT

GOOD NEWS FOR MOTHERS WHO WORK OUTSIDE THE HOME

Contrary to what many people believe, researchers have found that children whose mothers work outside the home surpass other children in academic skills and in some areas of social adjustment such as communication and daily living skills. These children scored significantly higher on an intelligence test, their academic achievement was rated higher by teachers, and they were also absent less often from school. On the other hand, children whose mothers did not work outside the home reported having better relationships with their mothers. The study of 573 school-age children was conducted by John Guidubaldi, a researcher at KENT STATE UNIVERSITY (OH). Copies of the study, "Maternal Employment and Child Adjustment: Results of a Nationwide Study," are available for $5.00 from John Guidubaldi, Professor of School Psychology and Counseling, 412 White Hall, Kent State University, Kent, Ohio 44242. ■

WHAT ARE THE FACTS ABOUT COMPARABLE WORTH?

The Social Issues Committee of Sociologists for Women in Society (SWS) has developed a one-page fact sheet on pay equity. "Facts About Pay Equity" covers such topics as the need for pay equity, examples of wages in sex- and race-segregated occupations, who will decide the value of a job, is pay equity fair, and what can be done to promote pay equity. It also includes a brief bibliography. Single copies are available free. Send a self-addressed, stamped envelope with your request to Barrie Thorne, SWS Social Issues Chair, c/o Department of Sociology, Berkey Hall, Michigan State University, East Lansing, MI 48824. ■

NO MORE 'MRS.' FERRARO

As of June 20, 1986, the *New York Times* is using "Ms." in its news columns for women whose marital status is unknown, married women who use their birth names professionally or in private, and women who simply prefer it. Otherwise, "Mrs." and "Miss" will continue to be used.

The *Times* changed its policy because it believes " 'Ms.' has become a part of the language" and has passed into common usage.

Ms. Magazine (whose editor was previously referred to as "Miss Steinem" in the *Times*) responded to the news by sending a bouquet to the *Times* executive editor.

FREE BOOKLET EXPLAINS NEW PENSION LAW

Women have not always gotten the better end of the deal with pensions, either their own or as retirement income following divorce or death of their husband. The Retirement Equity Act of 1984 has changed that for many women. To ensure that women know their rights under this new law, the U.S. Department of Labor's Women's Bureau recently published the booklet, *Retirement Equity Act of 1984: Its Impact on Women*. The booklet describes how the new retirement law now prevents the loss of coverage during leaves of absence, provides the chance for women to build up credits toward a pension at an earlier age, and increases benefits through provisions covering married persons. It also lists other pension-related books published by the government. The booklet is available free from Division of Information and Publications, Women's Bureau, U.S. Department of Labor, Washington, DC 20210.

This booklet is only one of many booklets (most of them free) published by the Women's Bureau. Other titles include *Black Women in the Labor Force, 20 Facts on Women Workers, Job Options for Women in the 80's, Federal Legislation on Day Care, Protection Against Sex Discrimination in Employment,* and *Regulations to Help Open Nontraditional Jobs to Women*. For a complete publications list, write to the Women's Bureau, Office of the Secretary, U.S. Department of Labor, Washington, DC 20210. ■

RESOURCES

WEEA PUBLISHING CENTER: A DECADE OF SERVICE

Since 1977, the Women's Educational Equity Act (WEEA) Publishing Center has published and distributed more than 280 print and audiovisual items focused on gender-fair education and developed under grants from the WEEA Program. (WEEA awards grants to educational institutions, organizations, and individuals to develop practical field-based programs and materials to promote sex equity.) The materials reflect also the efforts of the WEEA program on behalf of those who suffer multiple discrimination, bias, or stereotyping based both on sex and on race, ethnic origin, disability, and/or age. They are designed for a diverse audience interested in educational equity for women and girls and include preschool to college classroom materials;

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model teacher-training programs; research reports; counseling manuals and workshop guides; and specialized materials for vocational education, career education, physical education, and educational administration.

The collection includes publications such as:

■ *Teacher Education and Mathematics*, a teacher training program for math anxiety reduction developed at QUEENS COLLEGE (NY).

■ *America's Women of Color*, a multimedia supplementary curriculum for K–12 students produced by the St. Paul Public Schools.

■ *Your Money and Your Life*, a peer-counseling workshop model on financial planning for low-income women created by the Working Women Education Fund of 9 to 5, National Association of Office Workers, based in Cleveland, Ohio.

■ *The Rewarding Challenge*, an administrator's handbook on a re-entry program for students developed at MID-LAND LUTHERAN COLLEGE (NE).

■ *Choosing Occupations and Life Roles*, a career education series designed by the Appalachia Educational Laboratory in Charleston, WV.

These sample WEEA materials, and many others developed through the program, help answer the questions: How can you ensure that women and girls are treated fairly, that students discover and appreciate the contributions and achievements of women, and that everyone takes seriously the needs of women as workers, students, and individuals?

For more information about WEEA materials or a free catalog, write to the WEEA Publishing Center, Education Development Center, 55 Chapel St., Newton, MA 02160; or call toll-free 800/225-3088; in Massachusetts, 617/969-7100. ■

JUST ABOUT EVERYTHING YOU EVER WANTED TO KNOW ABOUT WOMEN AND THE FAMILY

"Women and the Family: Two Decades of Change" is the theme of Vol. 7, No. 3/4 of *Marriage and Family Review*. Edited by Beth B. Hess and Marvin B. Sussman, the journal contains, among others, articles on the women's movement, women's work in and outside of the home, men in families, Afro-American women and their families, changing family roles and interactions, and a brief list of resources.

Ordinarily, this journal is social science-oriented and geared toward therapists. However, this particular issue is appropriate for the general reader. The 252-page journal (fall/winter 1984) is available for $10.00 (individuals), $29.00 (institutions), or $41.00 (libraries) from Haworth Press, 28 E. 22nd St., New York, NY 10010 ■

SYMPOSIUM: WOMEN'S HISTORY AS EDUCATION

Women's History as Women's Education is the title of a booklet containing two essays by Natalie Zemon Davis and Joan Wallach Scott that discuss women's history and aspects of women's education at SMITH COLLEGE (MA) over the years. The essays were part of a symposium at Smith in honor of Jill and John Conway in April 1985. (Jill Conway was the outgoing president.) The 40-page booklet is available for $4.00 prepaid from Maida Goodwin, Sophia Smith Collection, Smith College, Northampton, MA 01063. ■

WOMEN KNOW DIFFERENTLY

Why do so many women doubt their intellectual competence? Why are women, even those influenced by well-intentioned parents and educators, reluctant to speak up for what they think? These are some of the issues discussed in *Women's Ways of Knowing: The Development of Self, Voice, and Mind* by Mary Field Belenky, Blythe McVicker Clinchy, Nancy Rule Goldberger, and Jill Mattuck Tarule. These four psychologists interviewed more than 100 women of all backgrounds—rich and poor, young and old, white and minority, rural and urban, educated and unschooled—to find out why women so often feel silenced in the public world of men. The authors differentiate between male and female ways of knowing and believe that women's way is not valued or acknowledged as legitimate. Copies of this 256-page book are available for $19.95 (prepaid) from Basic Books, Inc., 10 East 53rd St., New York, NY 10022; or phone 800/638-3030. ■

JUGGLING A CAREER AND FAMILY

Life After College: Combining a Career and Family by Gayle Kimball includes the results of surveys of CALIFORNIA STATE UNIVERSITY–CHICO students about their experiences in two-career marriages and includes an annotated bibliography and specific recommendations. The booklet would be useful for any student planning on combining career and family as well as for courses on family, career advising, and women's studies. Copies of the 106-page booklet are available for $10.00 (prepaid) from Gayle Kimball, Equality Press, EWS-420, California State University-Chico, Chico, CA 95928-9989. Other papers and videotaped materials related to family issues are also available from the Equality Press. ■

CANADIAN JOURNAL ON WOMEN AND THE LAW

The *Canadian Journal of Women and the Law* is Canada's only periodical that provides an in-depth analysis of legal issues concerning women. The first issue, "Women and Equality," contains articles on equality and language, sexual assault, and affirmative action, as well as commentaries and book reviews. The journal contains contributions in English and French with translated summaries, but most articles are in English. The journal would be of interest to lawyers, women's groups, students, and researchers. Copies of Vol. 1, No. 1 (1985) are available at the following rates: student/low income, $10.00; individual, $17.50; institution, $30.00. Checks should be made payable (in Canadian funds) to *Canadian Journal of Women and the Law*, 323 Chapel St., Ottawa, Ontario K1N 7Z2. ■